Training Units and Developing Leaders

ADP and ADRP 7-0 Doctrine Update

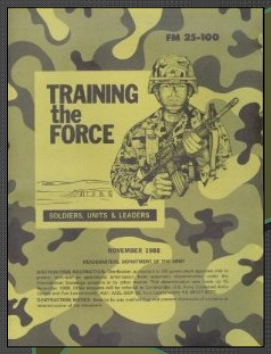
Training Management Directorate (TMD)
Fort Leavenworth, Kansas

CAC

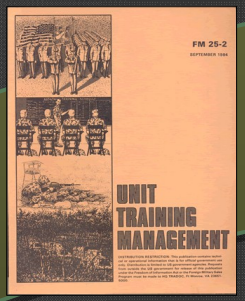
Purpose

To discuss the new ADP 7-0/ADRP 7-0 and in particular – what's changed from the previous version of FM 7-0.

rmy Training Doctrine: Past & Futur



1988



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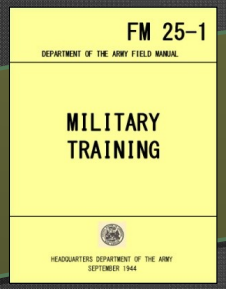

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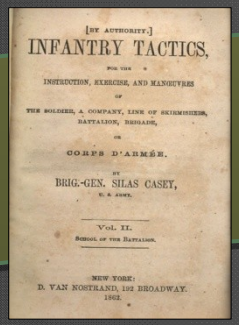

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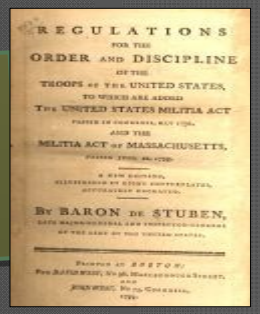

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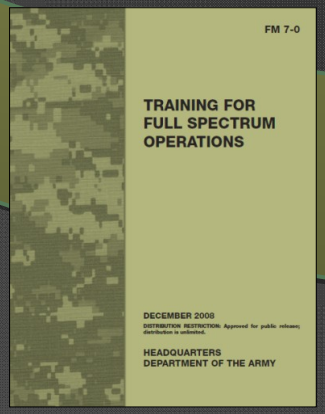
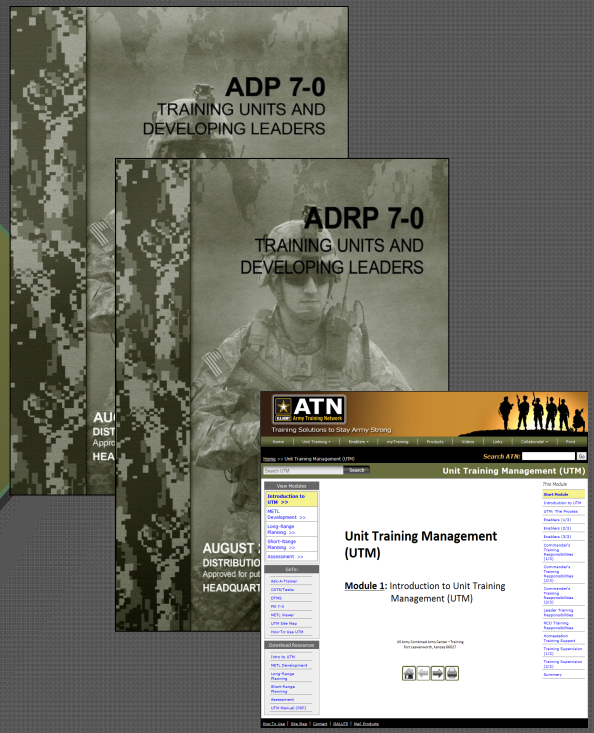


2008

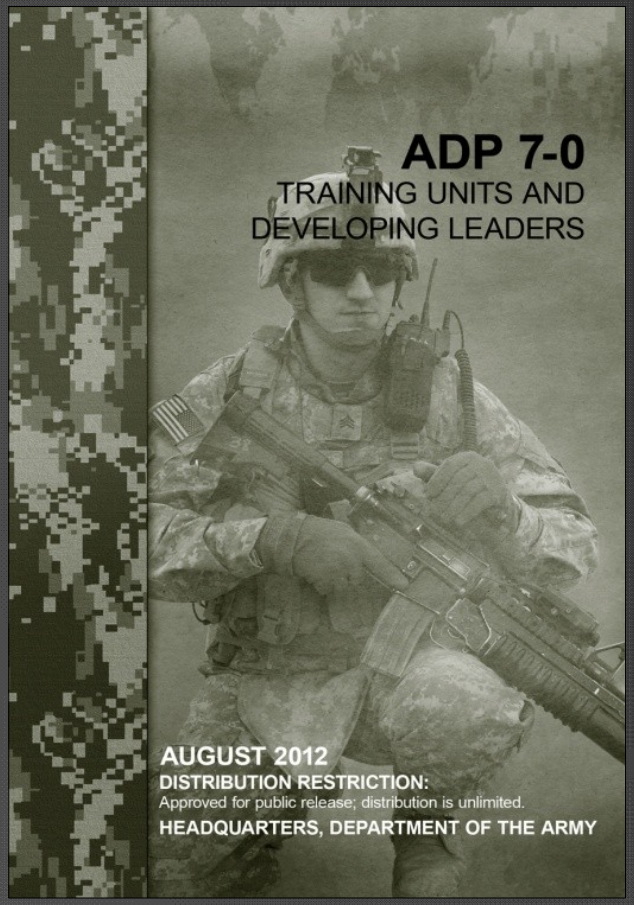
2011


ADP 7-0
TRAINING UNITS AND DEVELOPING LEADERS
ADRP 7-0
TRAINING UNITS AND DEVELOPING LEADERS
ATN
Army Training Network
Training Solutions to Stay Army Strong
Unit Training Management (UTM)
Unit Training Management (UTM)
Module 1: Introduction to Unit Training Management (UTM)

What Are They?

- Together, ADP 7-0 and ADRP 7-0 *are* the Army's training doctrine.
- Based on the Doctrine 2015 construct of manuals
- **ADP 7-0** provides a brief, over-arching view of what Army training is
- **ADRP 7-0** provides a more in depth discussion of the ideas and concepts behind unit training and leader development
- **Unit Training Management (UTM) on ATN** describes the details of Army training concepts

Army Doctrine Publication 7-0

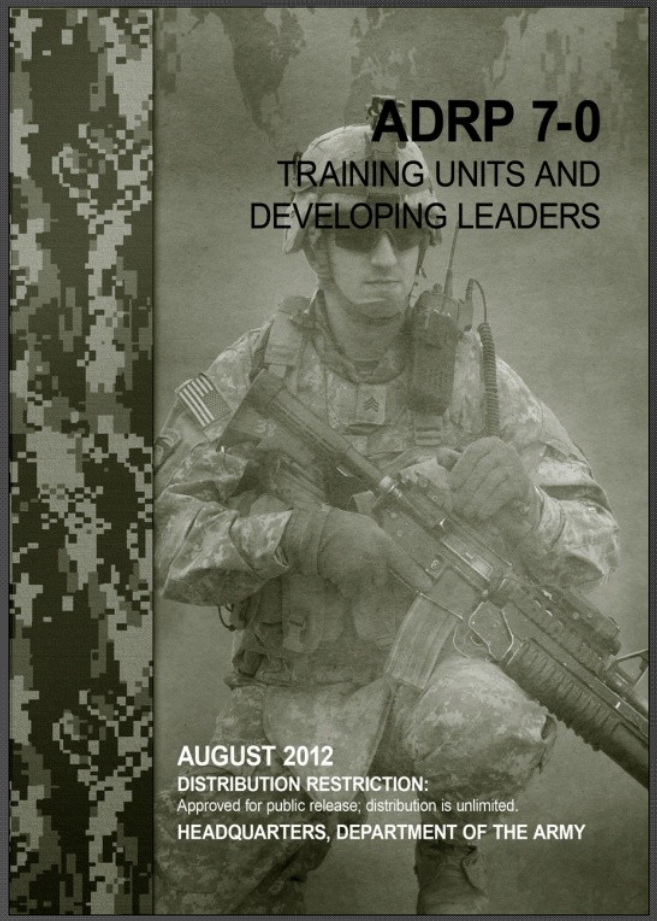


Central Idea: Establishes the role of training and leader development, including Army civilian leader development

Key Points:

- Supersedes FM 7-0 Training Units and Developing Leaders for Full Spectrum Operations (2011)
- Establishes the Army's overarching doctrine guidance for training all Army forces, and developing leaders to conduct unified land operations
- How conducting effective training in units and leader development must be top priorities of senior leaders during ARFORGEN and during deployments
- Applies to all leaders at all organizational levels

Army Doctrine Reference Publication 7-0



Central Idea: Augments and expands on fundamental concepts of Army training and leader development discussed in ADP 7-0.

Key Points:

- Discusses the Army's fundamental role of training units and developing leaders

- Re-establishes the Army's Principles of Training and Principles of Leader Development

- Establishes Unit Training Management (UTM) as the framework of how units plan-prepare-execute and assess training

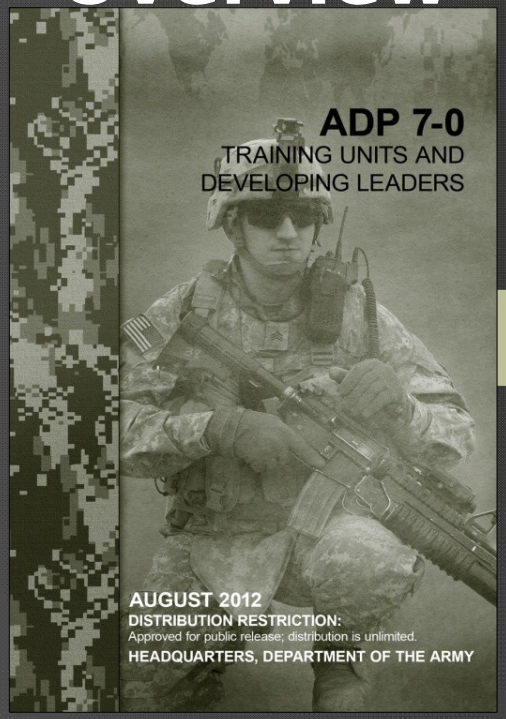
- METL at Bn and Co level is now based on the units as-designed capabilities and nests with the higher unit METL

- Formalizes the links between the doctrine and the 'how-to' (UTM on the Army Training Network (ATN))

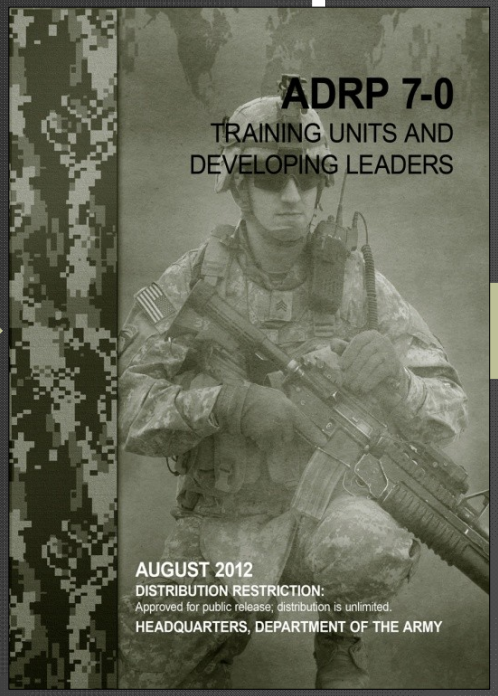
Relationships:

Doctrine

Overview



Concepts



How-To

On the Army Training Network (ATN)
https://atn.army.mil

To understand Army training management today – read all three

Unit Training Management (UTM)

On the Army Training Network (ATN)
https://atn.army.mil

- Not ‘doctrine’, but the dynamic ‘how-to’ of the doctrine
- Same authors as ADP/ADRP/ATN
- Picks-up where the ADRP leaves off (how-to details)
- Contents (5 x modules):
  - 1 - Training Units & Developing Leaders
  - 2 - PLAN
  - 3 - PREPARE
  - 4 - EXECUTE
  - 5 - ASSESS
- Available on ATN in ‘viewer’ format and also as a downloadable, printable

What's Changed?

- The Army's Operations Process is how units plan, prepare, execute and assess unit training

- MDMP and TLP replace the legacy construct of long-range, short-range and near-term planning

- The Unit Training Plan (UTP) is a unit's over-arching plan to train to mission proficiency

- OPORDs/FRAGOS/WARNOs is how the UTP and changes to the UTP are communicated (not via memorandums)

- At Battalion & Company, METL is now based on the unit's as-design capabilities, and nests with the higher unit's METL

What's Changed?

- When given a training mission from higher HQ, the unit determines the few key collective tasks needed to train to mission success (METL is a reference source to help determine the key collective tasks to train)

- Leader development is integral to unit training and is planned, prepared, executed and assessed as the unit trains

- UTM in the ADP and ADRP 7-0 link directly into supporting details (how-to) on the Army Training Network (ATN). UTM on the Army Training Network (ATN) replaced the legacy FM 7-1 (*Battle Focused Training*) several years ago.

The Operations Process

- ADP/ADRP 7-0 moves us closer to the idea that planning and executing training is not fundamentally different than planning and conducting operations

- MDMP or TLP is how we plan ops – why not instill the concepts of the operations process in junior leaders *as they train*?

- Helps make the transition to operations for units and leaders more seamless

Plan Training

- No more long-range, short-range planning (near term planning rescinded in FM 7-0 (2011))

- Unit Training Plan (UTP) is the single, overarching plan a unit executes

- Training events within the UTP progressively take the unit to training proficiency (crawl-walk-run)

- MDMP/TLP are how units plan training

Mission Essential Task List (METL)

- METL is HQ DA standardized at Bde and higher (no change)

- METL at Bn/Co now represents the units as-designed capabilities and nests with the higher unit METL

- At Bn/Co, a MET can be:
  - UJTL task
  - AUTL task
  - Higher unit Task Group
  - CATS task selection
  - Major collective task

- At all levels, the commander determines the few, key collective tasks to train based on:

After-Action Review (AAR)

FM 7-0 (2011): A guided analysis of an organization's performance, normally conducted after a training event or an operation, with the objective of improving future performance. It includes a facilitator, event participants, and other observers.

ADRP 7-0 (2012): A guided analysis of an organization's performance, conducted *at appropriate times during* and at the conclusion of a training event or operation with the objective of improving future performance. It includes a facilitator, event participants, and other observers.

There are times that informal, interim AARs are appropriate to correct performance issues before continuing the event, rather than wait until it is complete to conduct the AAR.

Communicating Commander's Training Guidance

- Memorandums and letter formats *out*
- OPORDS/WARNOS/FRAGOS *in*
- Disseminated using DTMS

Principles of Training

- No change to the FM 7-0 (2011) version
- Provide a cornerstone for what Army training is

- Commanders and other leaders are responsible for training.
- Noncommissioned officers train individuals, crews, and small teams.
- Train to standard.
- Train as you will fight.
- Train while operating.
- Train fundamentals first.
- Train to develop adaptability.
- Understand the operational environment.
- Train to sustain.
- Train to maintain.
- Conduct multiechelon and concurrent training

Principles of Leader Development

- No change from the FM 7-0 (2011) version

- Provides a cornerstone for how leaders are developed as units train

- Lead by example.
- Take responsibility for developing subordinate leaders.
- Create a learning environment for subordinate leaders.
- Train leaders in the art and science of mission command.
- Train to develop adaptive leaders.
- Train leaders to think critically and creatively.
- Train your leaders to know their subordinates and their families.

Where Can I Access These Resources

What You'll Find:

ATN Army Training Network

Doctrine, how-to, resources

(https:atn.army.mil)

APD ARMY PUBLISHING DIRECTORATE

ADP, & ADRP

(http://www.apd.army.mil)

Google

No authoritative doctrine

Note: Both ADP and ADRP are distributed to all units in hard co

Questions?

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